

b 411

>>>E: Please log on

? Logon

\*\*\* It is now 8/5/2008 12:40:02 PM \*\*\*

## Welcome to DialogLink - Version 5 Revolutionize the Way You Work!

### New on Dialog

Order Patent and Trademark File Histories Through Dialog

*Thomson File Histories* are now available directly through *Dialog*. Combined with the comprehensive patent and trademark information on *Dialog*, file histories give you the most complete view of a patent or trademark and its history in one place. When searching in the following patent and trademark databases, a link to an online order form is displayed in your search results, saving you time in obtaining the file histories you need.

*Thomson File Histories* are available from the following *Dialog* databases:

- CLAIMS/Current Patent Legal Status (File 123)
- CLAIMS/U.S. Patents (File 340)
- Chinese Patent Abstracts in English (File 344)
- Derwent Patents Citation Index (File 342)
- Derwent World Patents Index (for users in Japan) (File 352)
- Derwent World Patents Index First View (File 331)
- Derwent World Patents Index (File 351)
- Derwent World Patents Index (File 350)
- Ei EnCompassPat (File 353)
- European Patents Fulltext (File 348)
- French Patents (File 371)
- German Patents Fulltext (File 324)
- IMS Patent Focus (File 447, 947)
- INPADOC/Family and Legal Status (File 345)
- JAPIO - Patent Abstracts of Japan (File 347)

- LitAlert (File 670)
- U.S. Patents Fulltext (1971-1975) (File 652)
- U.S. Patents Fulltext (1976-present) (File 654)
- WIPO/PCT Patents Fulltext (File 349)
- TRADEMARKSCAN - U.S. Federal (File 226)

#### DialogLink 5 Release Notes

New features available in the latest release of DialogLink 5 (August 2006)

- Ability to resize images for easier incorporation into DialogLink Reports
- New settings allow users to be prompted to save Dialog search sessions in the format of their choice (Microsoft Word, RTF, PDF, HTML, or TEXT)
- Ability to set up Dialog Alerts by Chemical Structures and the addition of Index Chemicus as a structure searchable database
- Support for connections to STN Germany and STN Japan services

Show Preferences for details

? Help Log On Msg

\*\*\* ANNOUNCEMENTS \*\*\*

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"Thomson File Histories" are now available directly through Dialog in selected patent and trademark files. Combined with the comprehensive patent and trademark information on Dialog, file histories give you the most complete view of a patent or trademark and its history in one place. When searching in one of the patent and trademark databases, a link to an online order form is displayed in your search results, saving you time in obtaining the file histories you need. See HELP FILEHIST for more information about how to use the link and a list of files that contain the link.

\*\*\*The 2008 EMTREE Thesaurus has been added to EMBASE (Files 72, 73,

772, and 972)\*\*\*

RESUMED UPDATING

\*\*\*File 120, U.S. Copyrights

\*\*\*

RELOADS COMPLETED

\*\*\*File 50, CAB Abstracts

\*\*\*File 162, Global Health

\*\*\*

FILES REMOVED

\*\*\*Files 476/Financial Times & 473/Financial Times Abstracts

\*\*\*Files 359,959,804, Chemical Economics Handbook

\*\*\*Files 360,960, Specialty Chemicals Update Program

\*\*\*

>>>For the latest news about Dialog products, services, content<<<

>>>and events, please visit What's New from Dialog at <<<

>>><http://www.dialog.com/whatsnew/>. You can find news about <<<

>>>a specific database by entering HELP NEWS <file number>. <<<

? Help Off Line

\* \* \*

Connecting to Scott Jarrett - Dialog - 276702

Connected to Dialog via SMS003261606

? b 411

> Set Files all

> Select (pay or salary?? or compensation or payscale? or wage?) (analy?? or research?? or report??) and (poll?? or survey??) and (collaborative or active or user or profile) (n2) filter?? not py>2003

>>>W: Invalid syntax

```
>>>W: Invalid syntax
No databases have items, of 559 searched.
```

Hits      File      Name

Processing

5 databases have items, of 559 searched.

Hits	File	Name
1	88	<u>Gale Group Business A.R.T.S. 1976-2008/Aug 01</u>
6	180	<u>Federal Register 19852008/Aug 02</u>
1	275	<u>Gale Group Computer DB(TM) 1983-2008/Jul 28</u>
1	349	<u>PCT FULLTEXT 1979-2008/UB=20080731 UT=20080724</u>
8	654	<u>US PAT.FULL. 1976-2008/JUL 31</u>

#### Estimated Cost Summary

Project		Client		Charge Code		Searcher		Job		Service Code	User Number
						Scott Jarrett				51	276702
Date		Time		SessionID		Subsession		Subaccount			
08/05/2008		12:05:14		125		3					
Data Base	Dial Units	Access Charge	Print Credit	Types	Prints	Report	Rank	Links	CSS	Total	
411	80.2400	235.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	235.91	
Sub Totals	80.2400	\$235.91	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$235.91	
Session Totals	80.5960	\$235.95		Telecom	\$6.67					\$242.60	

Begin 88,180,275,349,654

[File 88] Gale Group Business A.R.T.S. 1976-2008/Aug 01

(c) 2008 The Gale Group. All rights reserved.

*\*File 88: UDs are being adjusted to reflect currency. All data is present.*

[File 180] Federal Register 19852008/Aug 02

(c) 2008 format only DIALOG. All rights reserved.

[File 275] Gale Group Computer DB(TM) 1983-2008/Jul 28

(c) 2008 The Gale Group. All rights reserved.

[File 349] PCT FULLTEXT 1979-2008/UB=20080731|UT=20080724

(c) 2008 WIPO/Thomson. All rights reserved.

[File 654] US PAT.FULL. 1976-2008/JUL 31  
(c) Format only 2008 Dialog. All rights reserved.

SELECT (pay or salar?? or compensation or payscale? or wage?) (n3) (analy?? or research?? or report??) and (poll?? or survey??) and (collaborat?? or active or user or profile) (n2) filter?? not py>2003

Processing

Processing

Processing

Processing

Processing

Processing

467587 PAY

52036 SALAR??

349652 COMPENSATION

75 PAYSCALE?

126519 WAGE?

594141 ANALY??

2300734 RESEARCH??

2942541 REPORT??

10777 (((PAY OR SALAR??) OR COMPENSATION) OR PAYSCALE?) OR WAGE?) (3N) ((ANALY?? OR RESEARCH??) OR REPORT??)

172111 POLL??

426700 SURVEY??

52203 COLLABORAT??

1898611 ACTIVE

2068303 USER

904172 PROFILE

1605672 FILTER??

30604 ((COLLABORAT?? OR ACTIVE) OR USER) OR PROFILE) (2N) FILTER??

4982075 PY>2003

S1 17 SELECT (PAY OR SALAR?? OR COMPENSATION OR PAYSCALE? OR WAGE?) (N3) (ANALY?? OR RESEARCH?? OR REPORT??) AND (POLL?? OR SURVEY??) AND (COLLABORAT?? OR ACTIVE OR USER OR PROFILE) (N2) FILTER?? NOT PY>2003

?

? rd

>>>W: Duplicate detection is not supported for File 349.

Duplicate detection is not supported for File 654.

Records from unsupported files will be retained in the RD set.

S2 16 RD (UNIQUE ITEMS)

? t s2/ti/all

2/TI/1 (Item 1 from file: 88)

Gale Group Business A.R.T.S.

(c) 2008 The Gale Group. All rights reserved.

Polychannel systems for mass digital communication. (new type of distributed computer system) (technical)

2/TI/2 (Item 1 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

National Primary Drinking Water Regulations: Long Term 2 Enhanced Surface Water Treatment Rule

2/TI/3 (Item 2 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

Control of Emissions of Air Pollution From Nonroad Diesel Engines and Fuel

2/TI/4 (Item 3 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

Verification of Underground Coal Mine Operators' Dust Control Plans and Compliance Sampling for Respirable Dust

2/TI/5 (Item 4 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

Control of Air Pollution from New Motor Vehicles: Heavy-Duty Engine and Vehicle Standards and Highway Diesel Fuel Sulfur Control Requirements

2/TI/6 (Item 5 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

Final National Pollutant Discharge Elimination System Storm Water Multi-Sector General Permit for Industrial Activities

2/TI/7 (Item 6 from file: 180)

Federal Register

(c) 2008 format only DIALOG. All rights reserved.

Occupational Exposure to Cadmium

2/106/8 (Item 1 from file: 349)

PCT FULLTEXT

(c) 2008 WIPO/Thomson. All rights reserved.

Country	Number	Kind	Date
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2/TI/9 (Item 1 from file: 654)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

Problem isolation through translating and filtering events  
into a standard object format in a network based supply chain

2/TI/10 (Item 2 from file: 654)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

Systems and methods for secure transaction management and  
electronic rights protection

2/TI/11 (Item 3 from file: 654)

**US PAT.FULL.**

(c) Format only 2008 Dialog. All rights reserved.

Method and apparatus for delivery of television programs and targeted de-coupled advertising

2/TI/12 (Item 4 from file: 654)

**US PAT.FULL.**

(c) Format only 2008 Dialog. All rights reserved.

Evaluation of responses of participatory broadcast audience with prediction of winning contestants; monitoring, checking and controlling of wagering, and automatic crediting and couponing

2/TI/13 (Item 5 from file: 654)

**US PAT.FULL.**

(c) Format only 2008 Dialog. All rights reserved.

Media recording device with packet data interface

2/TI/14 (Item 6 from file: 654)

**US PAT.FULL.**

(c) Format only 2008 Dialog. All rights reserved.

Dynamic customer profile management

2/TI/15 (Item 7 from file: 654)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

Evaluation of responses of participatory broadcast audience  
with prediction of winning contestants; monitoring, checking and  
controlling of wagering, and automatic crediting and couponing

2/TI/16 (Item 8 from file: 654)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

Systems and methods for secure transaction management and  
electronic rights protection

? ts2/3,k/15,14

2/3,K/15 (Item 7 from file: 654)

Fulltext available through: [Order File History](#)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

4740539 \*\*IMAGE Available

Derwent Accession: 2000-116870

Utility

REASSIGNED, EXPIRED, REINSTATED

M/ Evaluation of responses of participatory broadcast audience  
with prediction of winning contestants; monitoring, checking and  
controlling of wagering, and automatic crediting and couponing

Inventor: Von Kohorn, Henry, Vero Beach, FL

Assignee: Response Reward Systems, L.C. 02), Vero Beach, FL  
Response Reward Systems L C

Examiner: Harrison, Jessica (Art Unit: 374)

Law Firm: Perman & Green, LLP

Publication

Application Filing

	Number	Kind	Date	Number	Date
	-----	--	-----	-----	-----
Main Patent 19980601	US 6443840	A	20020903	US 9888148	
CIP	US 5759101	A		US 94226073	19940411
CIP	US 5508731	A		US 9325397	19930225
CIP	US 5283734	A		US 91763672	19910919
CIP	US 5057915	A		US 90603882	19901025
CIP	US 5034807	A		US 89424089	19891019
CIP	US 4926255	A		US 88192355	19880510
CIP	US 4745468	A		US 86837827	19860310

Fulltext Word Count: 89666

\*\*IMAGE Available

**Summary of the Invention:**

...program. Responses by the listening or viewing audience can also be used in conducting a survey of public opinion. However, in spite of the advantages which would be provided by such...

...simultaneously in a common contest, or a common learning experience, or in a common national survey, by way of example. The use of alternative network programs inserted in opportune time slots...

**Description of the Invention:**

...or command signals transmitted by transmitters 72 or 74. Questionnaires or forms used in market research may be stored in dispenser 46 or may be placed into it by respondents. Following...

...different forms to meet the requirements of the broadcast, whether quiz programs, educational programs, tests surveys or other task setting assignments. These devices may be relatively small, utilizing a continuous tape...sampling peoples' responses to a product, service, political candidates, corporate images and other subjects of surveys. The increased audience provided by the invention is significant in survey and market research fields because, by way of example, an increase of sample size from...

...to questions or statements by advertising agencies and market analysts. The market research and other surveys and polls made possible by the system and methods described, can be part of a regular quiz...

...Coupon awards may be dispensed separately or may be a tear-off section of a survey form...A successful respondent wins an award in order to encourage wider participation in such a survey. In market research, the ability to leave a printed text on a cable television screen...

...answers to such questions easier and therefore more reliable, but will make the conducting of surveys or automated channels a very economical method of reaching unprecedented numbers of respondents... participant wishes to bet. Events, the outcome of which can be predicted; include sports, elections, polls, and other kinds of happenings, the outcomes of which are capable of being defined in...

2/3,K/14 (Item 6 from file: 654)

Fulltext available through: [Order File History](#)

US PAT.FULL.

(c) Format only 2008 Dialog. All rights reserved.

4824589 \*\*IMAGE Available  
Derwent Accession: 2003-438113

Utility

CERTIFICATE OF CORRECTION

E/ Dynamic customer profile management

Inventor: Guheen, Michael F., Tiburon, CA  
                  Mitchell, James D., Manhatten Beach, CA  
                  Barrese, James J., San Jose, CA

Assignee: Accenture LLP 02), Chicago, IL  
                  Accenture LLP (Code: 63692)

Examiner: Gravini, Stephen (Art Unit: 362)

Law Firm: Merchant & Gould P.C.

	Publication Number	Kind	Date	Application Number	Filing Date
Main Patent 19990527	US 6519571	A	20030211	US 99321273	

Fulltext Word Count: 138820

\*\*IMAGE Available

? b 411

Estimated Cost Summary

Project		Client		Charge Code		Searcher		Job		Service Code	User Number
						Scott Jarrett				51	276702
Date		Time		SessionID		Subsession		Subaccount			
08/05/2008		12:08:48		125		5					
Data Base	Dial Units	Access Charge	Print Credit	Types	Prints	Report	Rank	Links	CSS	Total	
88	0.5280	2.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.40	
180	0.2290	0.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.94	
275	0.1780	0.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.99	
349	1.2070	5.91	0.00	0.27	0.00	0.00	0.00	0.00	0.00	6.18	
654	4.1050	25.00	0.00	4.04	0.00	0.00	0.00	0.00	0.00	29.04	
Sub Totals	6.2470	\$35.24	\$0.00	\$4.31	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$39.55	
Session Totals	87.1850	\$278.19		Telecom	\$0.93						\$283.43

> Set Files all

> Select (pay or salar?? or compensation or payscale? or wage?) (n3) (analy?? or research?? or report??) and (poll?? or survey??) and (cluster??) not py>2003

Processing

>>>W: File 120: Prefix "PY" is undefined



Processing

80 databases have items, of 559 searched.

Hits	File	Name
3	9	<u>Business &amp; Industry(R) Jul/1994-2008/Jul 30</u>

10	11	<u>PsycINFO(R) 1887-2008/Jul W4</u>
31	13	<u>BAMP 2008/Jul 30</u>
164	15	<u>ABI/Inform(R) 1971-2008/Aug 04</u>
17	16	<u>Gale Group PROMT(R) 1990-2008/Jul 29</u>
12	20	<u>Dialog Global Reporter 1997-2008/Aug 05</u>
1	35	<u>Dissertation Abs Online 1861-2008/Apr</u>
1	45	<u>EMCare 2008/Jul W4</u>
27	47	<u>Gale Group Magazine DB(TM) 1959-2008/Jul 23</u>
1	73	<u>EMBASE 1974-2008/Aug 01</u>
32	75	<u>TGG Management Contents(R) 86-2008/Jul W3</u>
162	88	<u>Gale Group Business A.R.T.S. 1976-2008/Aug 01</u>
1	120	<u>U.S. Copyrights 1978-2008/Jul 29</u>
2	122	<u>Harvard Business Review 1971-2007/Sep</u>
1	141	<u>Readers Guide 1983-2008/Jun</u>
1	142	<u>Social Sciences Abstracts 1983-2008/Jun</u>
121	148	<u>Gale Group Trade &amp; Industry DB 1976-2008/Aug 05</u>
19	149	<u>TGG Health&amp; Wellness DB(SM) 1976-2008/Jul W2</u>
1	155	<u>MEDLINE(R) 1950-2008/Jul 31</u>
1	156	<u>ToxFile 1965-2008/Jul W4</u>
45	180	<u>Federal Register 19852008/Aug 02</u>
3	212	<u>ONTAP(R) PsycINFO(R)</u>
1	247	<u>ONTAP(R) Gale Group Magazine Index(TM)</u>
1	261	<u>UPI News 1999-2005/Nov 17</u>
15	262	<u>CBCA Fulltext 1982-2008/Aug W1</u>
1	266	<u>FEDRIP 2008/Apr</u>
3	268	<u>Banking Info Source 1981-2008/Jul W4</u>
10	275	<u>Gale Group Computer DB(TM) 1983-2008/Jul 28</u>
5	349	<u>PCT FULLTEXT 1979-2008/UB=20080731 UT=20080724</u>
1	397	<u>Las Vegas Review-Journal 1997-2005/Sep 28</u>
1	433	<u>Charleston Newspapers 1997-2008/Aug 04</u>

2 444 New England Journal of Med. 1985-2008/Apr W3  
1 465 Incidence & Prevalence 2008/Q2  
108 484 Periodical Abs Plustext 1986-2008/Jul W3  
17 485 Accounting & Tax DB 1971-2008/Jul W3  
2 492 Arizona Repub/Phoenix Gaz 19862002/Jan 06  
2 544 SEC Online(TM) Proxy Repts 1997/Sep W3  
1 553 Wilson Bus. Abs. 1982-2008/Aug  
6 570 Gale Group MARS(R) 1984-2008/Jul 28  
2 577 Roanoke Times 1992-2008/Aug 04  
3 606 Africa News 1999-2008/Aug 05  
4 608 KR/T Bus.News. 1992-2008/Aug 05  
9 609 Bridge World Markets 2000-2001/Oct 01  
3 613 PR Newswire 1999-2008/Aug 05  
4 619 Asia Intelligence Wire 1995-2008/Aug 04  
5 621 Gale Group New Prod.Annou.(R) 1985-2008/Jul 16  
3 624 McGraw-Hill Publications 1985-2008/Aug 04  
2 625 American Banker Publications 1981-2008/Jun 26

1 627 EIU  
6 635 Business Dateline(R) 1985-2008/Aug 05  
1 636 Gale Group Newsletter DB(TM) 1987-2008/Jul 28  
2 640 San Francisco Chronicle 1988-2008/Aug 03  
1 641 Rocky Mountain News Jun 1989-2008/Aug 05  
1 645 Contra Costa Papers 1995- 2008/Apr 27  
3 647 CMP Computer Fulltext 1988-2008/Jul W2  
2 648 TV and Radio Transcripts 1997-2008/Aug W1  
4 649 Gale Group Newswire ASAP(TM) 2008/Jul 16  
17 654 US PAT.FULL. 1976-2008/JUL 31  
20 660 Federal News Service 1991-2002/Jul 02  
1 702 Miami Herald 1983-2008/Aug 05  
2 703 USA Today 1989-2008/Aug 04  
1 704 (Portland)The Oregonian 1989-2008/Jul 31  
1 708 Akron Beacon Journal 1989-2006/Sep 21  
1 713 Atlanta J/Const. 1989-2008/Aug 03  
1 714 (Baltimore) The Sun 1990-2008/Aug 03  
1 716 Daily News Of L.A. 1989-2008/Jul 27  
1 717 The Washington Times Jun 1989-2008/Aug 04  
2 719 (Albany) The Times Union Mar 1986-2008/Aug 03  
1 720 (Columbia) The State Dec 1987-2008/Aug 05  
1 722 Cincinnati/Kentucky Post 1990-2007/Dec 31  
1 728 Asia/Pac News 1994-2005/Dec W2  
1 731 Philad.Dly.News 1983- 2008/Aug 05  
2 733 The Buffalo News 1990- 2008/Aug 01  
1 742 (Madison)Cap.Tim/Wi.St.J 1990-2008/Aug 04  
1 743 (New Jersey)The Record 1989-2008/Aug 01  
6 781 ProQuest Newsstand 1998-2008/Aug 04  
2 810 Business Wire 1986-1999/Feb 28  
1 979 Milwaukee Jnl Sentinel Apr 1998-2008/Aug 04

1	992	<u>NewsRoom 2007</u>
123	996	<u>NewsRoom 2000-2003</u>

## Reordered Hits

Hits	File	Name
164	15	<u>ABI/Inform(R) 1971-2008/Aug 04</u>
162	88	<u>Gale Group Business A.R.T.S. 1976-2008/Aug 01</u>
123	996	<u>NewsRoom 2000-2003</u>
121	148	<u>Gale Group Trade &amp; Industry DB 1976-2008/Aug 05</u>
108	484	<u>Periodical Abs Plustext 1986-2008/Jul W3</u>
45	180	<u>Federal Register 19852008/Aug 02</u>
32	75	<u>TGG Management Contents(R) 86-2008/Jul W3</u>
31	13	<u>BAMP 2008/Jul 30</u>
27	47	<u>Gale Group Magazine DB(TM) 1959-2008/Jul 23</u>
20	660	<u>Federal News Service 1991-2002/Jul 02</u>
19	149	<u>TGG Health&amp;Wellness DB(SM) 1976-2008/Jul W2</u>
17	16	<u>Gale Group PROMT(R) 1990-2008/Jul 29</u>
17	485	<u>Accounting &amp; Tax DB 1971-2008/Jul W3</u>
17	654	<u>US PAT.FULL. 1976-2008/JUL 31</u>
15	262	<u>CBCA Fulltext 1982-2008/Aug W1</u>
12	20	<u>Dialog Global Reporter 1997-2008/Aug 05</u>
10	11	<u>PsycINFO(R) 1887-2008/Jul W4</u>
10	275	<u>Gale Group Computer DB(TM) 1983-2008/Jul 28</u>
9	609	<u>Bridge World Markets 2000-2001/Oct 01</u>
6	570	<u>Gale Group MARS(R) 1984-2008/Jul 28</u>
6	635	<u>Business Dateline(R) 1985-2008/Aug 05</u>
6	781	<u>ProQuest Newsstand 1998-2008/Aug 04</u>
5	349	<u>PCT FULLTEXT 1979-2008/UB=20080731!UT=20080724</u>
5	621	<u>Gale Group New Prod.Annou.(R) 1985-2008/Jul 16</u>
4	608	<u>KR/T Bus.News. 1992-2008/Aug 05</u>
4	619	<u>Asia Intelligence Wire 1995-2008/Aug 04</u>
4	649	<u>Gale Group Newswire ASAP(TM) 2008/Jul 16</u>
3	9	<u>Business &amp; Industry(R) Jul/1994-2008/Jul 30</u>
3	212	<u>ONTAP(R) PsycINFO(R)</u>
3	268	<u>Banking Info Source 1981-2008/Jul W4</u>
3	606	<u>Africa News 1999-2008/Aug 05</u>
3	613	<u>PR Newswire 1999-2008/Aug 05</u>
3	624	<u>McGraw-Hill Publications 1985-2008/Aug 04</u>
3	647	<u>CMP Computer Fulltext 1988-2008/Jul W2</u>
2	122	<u>Harvard Business Review 1971-2007/Sep</u>
2	444	<u>New England Journal of Med. 1985-2008/Apr W3</u>
2	492	<u>Arizona Repub/Phoenix Gaz 19862002/Jan 06</u>
2	544	<u>SEC Online(TM) Proxy Repts 1997/Sep W3</u>

2 577 Roanoke Times 1992-2008/Aug 04  
2 625 American Banker Publications 1981-2008/Jun 26  
2 640 San Francisco Chronicle 1988-2008/Aug 03  
2 648 TV and Radio Transcripts 1997-2008/Aug W1  
2 703 USA Today 1989-2008/Aug 04  
2 719 (Albany) The Times Union Mar 1986-2008/Aug 03  
2 733 The Buffalo News 1990- 2008/Aug 01  
2 810 Business Wire 1986-1999/Feb 28  
1 35 Dissertation Abs Online 1861-2008/Apr  
1 45 EMCare 2008/Jul W4  
1 73 EMBASE 1974-2008/Aug 01  
1 120 U.S. Copyrights 1978-2008/Jul 29  
1 141 Readers Guide 1983-2008/Jun  
1 142 Social Sciences Abstracts 1983-2008/Jun  
1 155 MEDLINE(R) 1950-2008/Jul 31  
1 156 ToxFile 1965-2008/Jul W4  
1 247 ONTAP(R) Gale Group Magazine Index(TM)  
1 261 UPI News 1999-2005/Nov 17  
1 266 FEDRIP 2008/Apr  
1 397 Las Vegas Review-Journal 1997-2005/Sep 28  
1 433 Charleston Newspapers 1997-2008/Aug 04  
1 465 Incidence & Prevalence 2008/Q2  
1 553 Wilson Bus. Abs. 1982-2008/Aug  
1 627 EIU  
1 636 Gale Group Newsletter DB(TM) 1987-2008/Jul 28

1 641 Rocky Mountain News Jun 1989-2008/Aug 05  
1 645 Contra Costa Papers 1995- 2008/Apr 27  
1 702 Miami Herald 1983-2008/Aug 05  
1 704 (Portland)The Oregonian 1989-2008/Jul 31  
1 708 Akron Beacon Journal 1989-2006/Sep 21  
1 713 Atlanta J/Const. 1989-2008/Aug 03  
1 714 (Baltimore) The Sun 1990-2008/Aug 03  
1 716 Daily News Of L.A. 1989-2008/Jul 27  
1 717 The Washington Times Jun 1989-2008/Aug 04  
1 720 (Columbia) The State Dec 1987-2008/Aug 05  
1 722 Cincinnati/Kentucky Post 1990-2007/Dec 31  
1 728 Asia/Pac News 1994-2005/Dec W2  
1 731 Philad.Dly.News 1983- 2008/Aug 05  
1 742 (Madison)Cap.Tim/Wi.St.J 1990-2008/Aug 04  
1 743 (New Jersey)The Record 1989-2008/Aug 01  
1 979 Milwaukee Jnl Sentinel Apr 1998-2008/Aug 04  
1 992 NewsRoom 2007

Estimated Cost Summary

Project		Client		Charge Code		Searcher		Job		Service Code	User Number
						Scott Jarrett				51	276702
Date	Time		SessionID		Subsession		Subaccount				
08/05/2008	12:34:15		125		6						
Data Base	Dial Units	Access Charge	Print Credit	Types	Prints	Report	Rank	Links	CSS	Total	
411	81.7050	240.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240.21	
Sub Totals	81.7050	\$240.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$240.21	
Session Totals	169.0030	\$524.29		Telecom	\$6.77					\$531.05	

Begin 15, 88, 996, 148, 484, 485, 654, 262, 11, 635, 349, 781, 9, 613, 624, 122, 35, 810

[File 15] ABI/Inform(R) 1971-2008/Aug 04

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SELECT (pay or salar?? or compensation or payscale? or wage?) (n3) (analy?? or research?? or report??) and (poll?? or survey??) and (cluster??) not py>2003

Processing

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7586007 PAY

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666 PAYSCALE?

1580420 WAGE?

4199018 ANALY??

12920264 RESEARCH??  
25421159 REPORT??  
107395 (((PAY OR SALAR??) OR COMPENSATION) OR Payscale?) OR WAGE?) (3N) ((ANALY??  
OR RESEARCH??) OR REPORT??)  
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3994811 SURVEY??  
725160 CLUSTER??  
23720145 PY>2003

S1 768 SELECT (PAY OR SALAR?? OR COMPENSATION OR Payscale? OR WAGE?) (N3)  
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S2 557 RD (UNIQUE ITEMS)

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S4 229 S S2 AND (PROFILE?)

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S1 768 SELECT (PAY OR SALAR?? OR COMPENSATION OR Payscale? OR WAGE?) (N3)  
(ANALY?? OR RESEARCH?? OR REPORT??) AND (POLL?? OR SURVEY??) AND (CLUSTER??) NOT PY>2003

S2 557 RD (unique items)

S3 0 S S2 AND (AFFINITY () GROUP?)

S4 229 S S2 AND (PROFILE?)

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Certification from the U.S. consumer perspective: a comparison from 1995 and 2000.(study of US consumers to discern perceptions about environmentally certified wood products)

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AFLP analysis of enset clonal diversity in south and southwestern Ethiopia for conservation. (Crop Breeding, Genetics & Cytology).(Statistical Data Included)

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Explanatory notes and estimates of error.(Statistical Data Included)

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Gimme a job: Employment information on the Web. (Internet Express).

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Household data: ("A" tables, monthly; "D" tables, quarterly).(Statistical Data Included)

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Market, State, and the Quality of New Self-Employment Jobs among Men in the U.S. and Western Germany (\*).

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Online staffers: Superstars or second-class citizens?(online newspapers)

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EDITOR INC.(managing news publications)

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Trends in public relations roles: 1990-1995.

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A demand-side perspective on the importance of representative bureaucracy: AIDS, ethnicity, gender, and sexual orientation. (includes related article)

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Coercive mobility and crime: A preliminary examination of concentrated incarceration and social disorganization\*

4/TI/117 (Item 17 from file: 996)  
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Chromosomal Aberrations, Profiles of Expression of Growth-related Markers Including Galectins and Environmental Hazards in Relation to the Incidence of Chondroid Pulmonary Hamartomas

4/TI/118 (Item 18 from file: 996)  
NewsRoom 2000-2003  
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Infection and immunity

4/TI/119 (Item 19 from file: 996)  
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Journeying from hippocrates with Bergson and Deleuze.

4/TI/120 (Item 20 from file: 996)  
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Broadbanding: The construction of a career management framework

4/TI/121 (Item 21 from file: 996)  
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Promises, promises. (Wall Street).(Wall Street research is under heavy scrutinization )

4/TI/122 (Item 22 from file: 996)  
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Employment self-disclosure of postsecondary graduates with learning disabilities: Rates and rationales

4/TI/123 (Item 23 from file: 996)

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Q2 2003 Dell Earnings Conference Call - Final

4/TI/124 (Item 24 from file: 996)

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Prescription noncompliance due to cost among adults with disabilities in the United States

4/TI/125 (Item 25 from file: 996)

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Identification and assessment of community college peer institution selection systems

4/TI/126 (Item 26 from file: 996)

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Gimme a job: Employment information on the Web

4/TI/127 (Item 27 from file: 996)

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Jockstrip: The World As We Know It

4/TI/128 (Item 28 from file: 996)

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Institutional determinants of the unemployment-earnings inequality trade-off.(Statistical Data Included)

4/TI/129 (Item 29 from file: 996)

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A social marketing approach to increasing enrollment in a public health program: A case study of the Texas WIC Program

4/TI/130 (Item 30 from file: 996)

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Why doesn't the United States have a European-style welfare state?(Statistical Data Included)

4/TI/131 (Item 31 from file: 996)

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Cost-effectiveness of Practice-Initiated (Quality Improvement for Depression: Results of a Randomized Controlled Trial.

4/TI/132 (Item 32 from file: 996)

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Levels of Analysis in Entrepreneurship Research: Current Research Practice and Suggestions for the Future.(Business)(Statistical Data Included)

4/TI/133 (Item 33 from file: 996)

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Jobs and Money: Pay: What do you think they're on?: Think you are clued up about what people earn in today's Britain? Think again. This week Jobs & Money asked individuals around Britain to estimate how much people earn in a range of occupations from vice

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The employment effects of gender discrimination in Australia 1994-95

4/TI/135 (Item 35 from file: 996)

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Does Immigration Grease the Wheels of the Labor Market?(Statistical Data Included)

4/TI/136 (Item 36 from file: 996)

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Highlights of Your Association's 2000 Activities and Accomplishments.

4/TI/137 (Item 37 from file: 996)

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Nutrition Research: What It Could Be.(methodology of human nutrition research in study of cancer causation)

4/TI/138 (Item 38 from file: 996)

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The AP now

4/TI/139 (Item 39 from file: 996)

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The process and politics of community-based research with people currently homeless

4/TI/140 (Item 40 from file: 996)

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Nurse Salaries in Washington DC and Nationally.

4/TI/141 (Item 41 from file: 996)

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Linking Compensation and Retention To retain supply chain managers, they must be properly rewarded, presented with continuing professional development opportunities and compensated for their skills as well as their education and experience; discusses findings of research focusing on job skills and compensation of logistics managers

4/TI/142 (Item 42 from file: 996)

NewsRoom 2000-2003

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The nonprofit sector and gender discrimination: A preliminary investigation into the glass ceiling

4/TI/143 (Item 43 from file: 996)

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IV. Structural reforms: striving to boost productivity and employability.(Organization for Economic Cooperation and Development economic survey of the United Kingdom)

4/TI/144 (Item 44 from file: 996)

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Occupational mobility in England.

4/TI/145 (Item 1 from file: 148)

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Women in part-time work: a comparative study of Australia and the United Kingdom.(Statistical Data Included)

4/TI/146 (Item 2 from file: 148)

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Assessment and recommendations.(Canada's economic condition)

4/TI/147 (Item 3 from file: 148)  
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THE A LIST: Part 1 of 11.(advertising, media, marketing)

4/TI/148 (Item 4 from file: 148)  
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PR Newswire National Summary, Monday, Sept. 8, midnight to 10 a.m. ET.

4/TI/149 (Item 5 from file: 148)  
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Insurance fraud.

4/TI/150 (Item 6 from file: 148)  
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The Impact of Globalization On HRM: The Case of South Korea.

4/TI/151 (Item 7 from file: 148)  
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UNIONS AND THE SWORD OF JUSTICE: UNIONS AND PAY SYSTEMS, PAY INEQUALITY, PAY DISCRIMINATION AND LOW PAY.

4/TI/152 (Item 8 from file: 148)  
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Cities that Sizzle.

4/TI/153 (Item 9 from file: 148)

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Analysis of Smoking Trends With Incomplete Longitudinal Binary Responses.(Statistical Data Included)

4/TI/154 (Item 10 from file: 148)

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New products to soar in 2000.(candy manufacturers)(Statistical Data Included)

4/TI/155 (Item 11 from file: 148)

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E-Commerce -- the new frontier.

4/TI/156 (Item 12 from file: 148)

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The 1998 All-Asia Research Team.

4/TI/157 (Item 13 from file: 148)

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OECD economic surveys 1998-1999: Turkey.(Special Feature: Reforming Social Security)

4/TI/158 (Item 14 from file: 148)

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OECD economic surveys 1998-1999: Ireland.

4/TI/159 (Item 15 from file: 148)  
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The 1999 All-Europe RESEARCH TEAM.

4/TI/160 (Item 16 from file: 148)  
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VALLEY OF THE DOLLARS.(Silicon Valley investment advisory firms)

4/TI/161 (Item 17 from file: 148)  
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Working. (current salaries and job trends in internal auditing)

4/TI/162 (Item 18 from file: 148)  
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Empowerment: the power to do what?

4/TI/163 (Item 19 from file: 148)  
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Gainsharing: a critical review and a future research agenda.(Special Issue: Yearly Review of Management)

4/TI/164 (Item 20 from file: 148)  
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Gender stereotyping of the managerial role among students in Canada and the United States.

4/TI/165 (Item 21 from file: 148)  
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Self-correction versus persistence of establishment injury rates. (occupational health and safety)

4/TI/166 (Item 22 from file: 148)  
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The role of human resource systems in job applicant decision processes.

4/TI/167 (Item 23 from file: 148)  
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The 1994 job market. (internal auditors)

4/TI/168 (Item 24 from file: 148)  
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1994 market directory issue: more than 600 information technology company listings. (vendors of health technology-related products and services, organizations and events) (Directory)

4/TI/169 (Item 25 from file: 148)  
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Eighth Annual Salary Survey. (salaries of PR professionals in 1993)(includes related articles) (Cover Story)

4/TI/170 (Item 26 from file: 148)  
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A practitioner's guide to research methods. (Special Issue: Research in Technical Communication)

4/TI/171 (Item 27 from file: 148)  
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The 1992 job market. (for internal auditors) (Cover Story)

4/TI/172 (Item 28 from file: 148)

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Special report: Universal telephone service; ready for the 21st century? Annual review of the Institute for Information Studies. A joint program of Northern Telecom and the Aspen Institute.

4/TI/173 (Item 29 from file: 148)

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Market research still climbing - but more slowly. (pharmaceutical industry)

4/TI/174 (Item 30 from file: 148)

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An ethnography of a gift store: trappings, wrappings, and rapture. (a study of the gift buying process)

4/TI/175 (Item 31 from file: 148)

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Declaring the dollars. (includes related article) (Salary Survey 1989)

4/TI/176 (Item 32 from file: 148)

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Wall Street's superstars. (Financial World's survey of highest-paid brokers)

4/TI/177 (Item 1 from file: 484)

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Job skill and black male wage discrimination\*

4/TI/178 (Item 2 from file: 484)

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Median weekly earnings or full-time wage and salary workers by occupation and sex

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Social implications of the Internet

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The structure of disadvantage: Individual and occupational determinants of the black-white wage gap

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The usefulness of consulting as a teaching tool

4/TI/182 (Item 6 from file: 484)

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University administrative careers in family and consumer sciences

4/TI/183 (Item 7 from file: 484)

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Gender differences in pension wealth: Estimates using provider data

4/TI/184 (Item 8 from file: 484)

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Annual review: Practice and research in career counseling and development--1997

4/TI/185 (Item 9 from file: 484)

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Spatial routes to gender wage (in)equality: Regional restructuring and wage differentials by gender and education

4/TI/186 (Item 10 from file: 484)

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Editor inc

4/TI/187 (Item 11 from file: 484)

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Experiential learning in the animal sciences: Effect of 13 years of a beef cattle management practicum

4/TI/188 (Item 12 from file: 484)

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Snack patterns of older Europeans

4/TI/189 (Item 13 from file: 484)

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Takings, compensation and endangered species protection on private lands

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Occupational stress, burnout, and health in teachers: A methodological and theoretical analysis

4/TI/191 (Item 15 from file: 484)

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Workforce productivity enhancement and technological upgrading in Singapore

4/TI/192 (Item 16 from file: 484)

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Job satisfaction in educational organizations: A synthesis of research findings

4/TI/193 (Item 17 from file: 484)

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A lab of her own? Portrayals of female characters on children's educational science programs

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The health occupations boom

4/TI/195 (Item 19 from file: 484)

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The persistence of local legal culture: Twenty years of evidence from the federal bankruptcy courts

4/TI/196 (Item 1 from file: 654)

US PAT.FULL.

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Problem isolation through translating and filtering events

into a standard object format in a network based supply chain

4/TI/197 (Item 2 from file: 654)

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Interfaces implementing management of retirement accounts over a network

4/TI/198 (Item 3 from file: 654)

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Chronic pain patient medical resources forecaster

4/TI/199 (Item 4 from file: 654)

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Method and apparatus for delivery of television programs and targeted de-coupled advertising

4/TI/200 (Item 5 from file: 654)

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Financial processing gateway structure

4/TI/201 (Item 6 from file: 654)

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Chronic heart failure patient identification system

4/TI/202 (Item 7 from file: 654)

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Evaluation of responses of participatory broadcast audience with prediction of winning contestants; monitoring, checking and controlling of wagering, and automatic crediting and couponing

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Media recording device with packet data interface

4/TI/204 (Item 9 from file: 654)

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Chronic pain patient identification system

4/TI/205 (Item 10 from file: 654)

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Chronic pain patient care plan

4/TI/206 (Item 11 from file: 654)

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Method and apparatus for marketing and communicating in the  
wine/spirits industry

4/TI/207 (Item 12 from file: 654)

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Chronic pain patient risk stratification system

4/TI/208 (Item 13 from file: 654)

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Chronic pain patient diagnostic system

4/TI/209 (Item 14 from file: 654)

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System and method for improving efficiency of health care

4/TI/210 (Item 15 from file: 654)

US PAT.FULL.

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Evaluation of responses of participatory broadcast audience with prediction of winning contestants; monitoring, checking and controlling of wagering, and automatic crediting and couponing

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Canadian economic activity at the millennium

4/TI/212 (Item 2 from file: 262)

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Wired cities [Advertising supplement]

4/TI/213 (Item 3 from file: 262)

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Long working hours and health [1994-1997 data]

4/TI/214 (Item 4 from file: 262)

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The future of work: implications for unions

4/TI/215 (Item 5 from file: 262)

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Gender and faculty pay in Canada

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Serving Fathers Who Leave Prison

4/TI/217 (Item 2 from file: 11)

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Cognitive development in adulthood

; Handbook of psychology: Developmental psychology, Vol. 6.

4/TI/218 (Item 3 from file: 11)

PsycINFO(R)

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Behavior disorders of childhood (5th ed.)

4/TI/219 (Item 4 from file: 11)

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Organizational behavior: Foundations, theories, and analyses

4/TI/220 (Item 5 from file: 11)

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Boundaryless and traditional contingent employees: Worlds apart

4/TI/221 (Item 6 from file: 11)

PsycINFO(R)

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Detecting malingering and deception: Forensic distortion analysis (2nd ed.)

Series Title: Pacific Institute series on forensic psychology.

4/TI/222 (Item 7 from file: 11)

PsycINFO(R)

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Psychology applied to modern life: Adjustment at the turn of the century (6th ed.)

4/TI/223 (Item 8 from file: 11)

PsycINFO(R)

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Communication and aging (2nd ed.)

Series Title: LEA's communication series.

4/TI/224 (Item 9 from file: 11)

PsycINFO(R)

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An occupational information system for the 21st century: The development of O\*NET

4/106/225 (Item 1 from file: 349)

PCT FULLTEXT

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Country	Number	Kind	Date
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4/106/226 (Item 2 from file: 349)

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Country	Number	Kind	Date
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Country	Number	Kind	Date
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4/TI/228 (Item 1 from file: 9)  
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 Promises, promises. (Wall Street).

4/TI/229 (Item 2 from file: 9)  
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 Valley of the Dollars

? t s4/3.k/83,86,57,55,51,2  
 >>>W: "3.K" is not a valid format name in file(s): 9, 11, 15, 35, 88, 122, 148, 262, 349,  
 484-485, 613, 624, 635, 654, 781, 810, 996

? t s4/3,k/83,86,57,55,51,2

4/3,K/83 (Item 25 from file: 88)  
 Gale Group Business A.R.T.S.  
 (c) 2008 The Gale Group. All rights reserved.  
 05421233 Supplier Number: 62280511  
 TEAM EFFECTS ON COMPENSATION: AN APPLICATION TO SALARY DETERMINATION IN THE  
 NATIONAL HOCKEY LEAGUE.  
 IDSON, TODD L.; KAHANE, LEO H.

Economic Inquiry , 38 , 2 , 345

April , 2000

ISSN: 0095-2583

Language: English Record Type: Fulltext

Word Count: 8061 Line Count: 00789

...1991, and November 15, 1991), provides data supplied from the NI-IL Players Association on salary. The reported earnings for each player includes his base salary plus any signing bonus or deferred income  
...

...games in at least one year prior to the 1990-91 season and if a salary is reported for the player. (8) All performance data are for regular season play.

One problem that...

...number of games played over the player's career--following the general literature on wage profiles (Mincer (1974)) an inverted U-shaped experience effect is predicted.

The primary variable representing offensive...revenues should be associated with greater player salaries, all else equal.

Estimation Results

Table II reports salary regressions for specifications with and without team variables. (14) Column 1 reports least-squares estimates...physical capital with human capital (see Griliches (1969)).

(2.) See Kahn (1991), for a recent survey of the literature on pay differentials in professional sports.

(3.) See McLaughlin (1994), for another...Relations Review 41, July 1988, 592-604.

Kahn, Lawrence M. "Discrimination in Professional Sports: A Survey of the Literature." Industrial and Labor Relations Review 44, April 1991, 395-418...1.31 (degrees of freedom of 20 and 541, where 541 is the number of clusters), which fails to achieve the 15% level of significance. (Parameter estimates and standard errors for...).

4/3,K/86 (Item 28 from file: 88)

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05238526 Supplier Number: 56184504

Online staffers: Superstars or second-class citizens?(online newspapers)

Singer, Jane B.; Tharp, Martha P.; Haruta, Amon

Newspaper Research Journal , 20 , 3 , 29

Summer , 1999

ISSN: 0739-5329

Language: English Record Type: Fulltext; Abstract

...s recruitment director, and the competition is growing more intense. The 1998 Newspaper Industry Compensation Survey (NICS), conducted by the Inland Press Association, also suggests online news-editorial staffers earn more...

...primarily because "they're cheap, and I've got budgets to meet." An informal 1996 poll of online editors indicated salaries for non-management staffers at small and mid-sized papers...change, competitive pressures and the ongoing upheavals that tomorrow will surely bring.

#### Methodology

A mail survey was conducted of online and print editors at all U.S. daily newspapers that had been online at least six months at the time of the survey in early 1998. The six-month buffer allowed information to be collected from editors with some experience in producing a daily online product. A traditional mail survey rather than an online one was chosen because of the desire to obtain comparable response  
...

...along with a similar 1997 directory published by Bacon's Information.

In January 1998, separate surveys were mailed to the online editor and to the executive or managing editor of the print product at 466 daily U.S. newspapers. The surveys asked basically the same questions, but the focus was on either the print or online...

...to staffing issues, including staff size, salaries, benefits, experience levels and Newspaper Guild representation. Each survey also included three open-ended questions encouraging respondents to comment on critical concerns and management...

...were received from newspapers of all circulation sizes and from all parts of the country.

Survey respondents were asked to indicate the circulations of their newspapers' print versions. Although most of the surveyed papers were small, smaller papers are less likely than the larger papers to be online...

...but two of the 41 U.S. papers with circulations over 250,000 were online. Survey responses corresponded closely to the actual number of papers with online products. The numbers and...mean because it is less susceptible to extremes.

Responses to the open-ended questions were clustered into related topics such as news content, staffing and revenue issues. All but a handful...

...the primary focus of this study. The second summarizes findings related to content issues; the survey included two questions that sought to ascertain how much input online staffers had into the...

...The final section discusses responses to the open-ended questions about

management issues.

#### Staffing

The survey asked both print and online respondents to describe staff sizes, salaries, benefits and experience levels.

Among the 184 different newspapers whose editors responded to the survey, 80 (43.5 percent) said the print and online newsrooms were staffed completely separately, with...

...over 250,000). These figures compare favorably with those available from the NAA. (27)

The survey provided a wealth of salary information, with variations across both job and circulation categories. Although...median of \$47,040 for their highest-paid print counterparts.

Too few newspapers in the survey had online reporters to allow meaningful comparisons with print reporters. None of the smallest papers...

...papers, two listed reporters' salaries, ranging from \$25,520 to \$45,000.

The Newspaper Industry Compensation Survey, which reported online salaries in six job categories for the first time in 1998, supports these salary...

...18 journalism graduates seeking every one available newspaper job. (30)

As for management, the present survey found that online managers start off in the same ballpark as their print counterparts, but...

...000 (100,001 to 250,000). These figures are roughly in line with a 1997 survey that reported a \$71,000 median salary for newspaper editors across all circulation categories. (32...s controller. Needless to say, none of the print editors did.

Another goal of this survey was to determine the experience levels of online staffs compared with those on the print...

...the paper that hired 15 online people fresh from school did not respond to the survey.)

Respondents also were asked where new hires came from if they did have previous professional...

...Obviously, as more papers go online and begin to expand, additional opportunities should open up.

Survey respondents also were asked about benefits and union representation. No respondents with separate online staffs...

...universal. Only 12 of the 50 offered child care benefits. Other benefits included in the survey were paid sick leave (which only one paper said it does not provide its online...). Although it was not the primary goal of this study to delve into content issues, survey respondents were asked two questions related to the degree to which online staffs are creating...

...side.

As mentioned, both the print and online editors at 29 papers

responded to the survey. To avoid counting any paper twice, the duplicate print editors' responses to these content questions...

...were special packages or sections (63 respondents, or 68.5 percent) and entertainment such as polls, games or quizzes (57 respondents, or 62 percent). Only 26 people (28.3 percent) said...

...64.3 percent of the respondents; although they did not say what these were, the survey suggested polls or e-mail addresses as examples.

#### Open-ended comments

Survey respondents were asked two directed questions about key management issues; they also were given space...

...who understand both technology and journalism. Some simply had no staff at the time the survey was conducted. Others cited the burnout and long hours faced by one- or two-person...about and adapt curricula to the as-yet-little-understood needs of online media, this survey indicates a market today for people with online skills and interests. Such people can command...

...the people they are asking to tackle the job. Both the closed- and open-ended survey results indicate staff sizes are too small to adequately support a quality online product, even...

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00647738 92-62678

Getting the Best from Salary Surveys

Northrop, John

Health Manpower Management v18n1 pp: 10-12

1992

ISSN: 0955-2065 Journal Code: HEM

Word Count: 2300

Getting the Best from Salary Surveys

Abstract:

...has increased the need for accurate, up-to-date information on pay and benefits. Salary surveys are the major source of this information and one of the most important tools of...

...built-in biases which under- or overestimate actual salaries paid. The 4 main types of survey are: 1. large commercial surveys, 2. recruitment surveys, 3. membership surveys, and 4. club surveys. The main points to consider in choosing a survey are: 1. representation of companies, 2. organization size, 3. industry, 4. location, and 5. representation of jobs. Questions to ask in interpreting the surveys involve: 1. what is being reported, 2. the timeliness of the data, 3. what the...

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...has increased the need for accurate, up-to-date information on pay and benefits. Salary surveys are the major source of this information and one of the most important tools of salary administration.

There is a very large number of surveys--170, according to Income Data Services' (IDS) latest directory(1). These range from well-researched and well-presented surveys, providing a detailed analysis of the labour market, to little more than a random collection...

...and variable quality, little has been written about what to look for in choosing a survey, and how to interpret it and make use of the data. The aim of this article, therefore, is to help you select and use surveys effectively.

WHY USE A SURVEY?

Most companies use surveys for four main reasons:

(1) To assess how competitive a company's benefit packages are...

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(2) Finding out what to pay for any given job. Pay research organizations receive numerous phone calls from people saying, "We're trying to recruit a--. How..."

...10 per cent--if retention and employee relations problems are to be avoided.

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There are four main types of survey.

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(4) "Club" surveys, carried out by groups of local employers interested in particular occupations in particular industries. Well-designed club surveys are often the most useful and reliable, especially for lower-grade jobs, because they give...

...group of occupations, in a specific location or industry, such as the NHS.

#### CHOOSING A SURVEY

Selecting the right survey for the organization profile is vital. Each type of survey has its "pros" and "cons" but, most importantly, because of the different ways in which...

...than others. The main points to consider are:

HOW REPRESENTATIVE ARE THE COMPANIES IN THE SURVEY?

Surveys are not censuses or compulsory. Results can easily be unrepresentative. They can, for example, be dominated by high-paying, large, "blue chip", or finance companies. Conversely, some well-known surveys are dominated by small companies, whose pay levels tend to be low. This can easily...

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...13 and 28 per cent less than in the South.

The problem is, with national surveys (and some "so-called" local surveys), after controlling for company size, industry and location, sample sizes are often too small to be reliable. When using national surveys, therefore, it is important to check the sample size before drawing any conclusions. The important...

...number of employees is meaningless--they could all work for the same employer! Local "club" surveys score heavily ...many control factors.

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The key to the reliability of a survey lies in its "job matching". Jobs need to be as similar as possible across the organizations in the survey. Poor job matching can be a major source of error, though this is less of a problem in "club" survey here jobs tend to be more homogeneous.

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"Supervisor/Senior Technician: This group will include senior technicians or specialists such as programmers, draughtsmen..."

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Jobs need to be clearly described in...

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...but not everyone uses job evaluation or scores jobs in the same way.

Again "club" surveys have the advantage in that, because the participants are often from the same industry, jobs...

...reliable than a larger sample using more approximate job matches and more dissimilar organizations.

## INTERPRETING SURVEYS

### WHAT EXACTLY IS BEING REPORTED?

It is not simply a question of reporting someone's...

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...mid-points are usually a better indicator of competitiveness.

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Surveys rapidly get out of date. Data collected in January, for example, can easily become out...

...by April, when there are a large number of pay reviews. Most of the better surveys give estimates of subsequent increases so salaries quoted can be updated.

## INCREASES

Most surveys include an estimate of how pay levels have changed since the previous survey. The problem is, have the pay levels changed, or just the people in the sample? Simple surveys that rely on a random sample cannot distinguish between a change in the sample or...

...in pay.

To get a more accurate picture of how salaries are moving the better surveys use a "matched sample". There are two variations on this:

\* A matched individual sample. This...

...pay relatively high salaries to recruit new staff.

Even so, it must be remembered that surveys tend to be quite "historic". Especially in volatile labour markets, such as accountants and computer...

...may be quite different to the difference between this year's and last year's survey results. More up-to-date information on the level of increases can be obtained from pay research organizations like IDS or IRS.

#### WHAT IS THE "MARKET RATE"?

To assess the competitiveness of...value; how widely salaries range round this median needs to be known. Salaries may be clustered tightly round it, so that a small difference in pay levels is likely to have...

...manoeuvre.

Simple minima and maxima are of little use because they include unrepresentative extremes. Commercial surveys, therefore, usually show the distribution of salaries by reporting the "interquartile range". This is the...

...may be necessary to go above this--nearer to, say, the upper quartile.

#### CONCLUSION

Salary surveys are an essential tool for anyone responsible for pay, but they can be highly misleading...

...been to raise some of the main points that should be considered when choosing a survey and to indicate how to make sense of the data they contain.

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John Northrop is a labour...

Descriptors:

...Polls & surveys;

Classification Codes:

4/3,K/55 (Item 55 from file: 15)

ABI/Inform(R)

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00696011 93-45232

Compensation management: Coherence between organization directions and teacher needs

Hajnal, Vivian J; Dibski, Dennis J

Journal of Educational Administration v31n1 pp: 53-69

1993

ISSN: 0957-8234 Journal Code: EDA

Word Count: 7982

Text:

...most important aspects of their work, found that more than half of the 1,132 surveyed public school teachers selected a chance to use intellect and abilities (63 per cent), a...

...increments are given for more than 10-15 years of experience. Consequently, the age-earnings profile of teachers is very flat[19!.. In 1979, in the USA the mean earnings of...

...and to describe specific types of payment plans. Educational Research Services (ERS), in its 1983 report on merit pay plans, clearly stated: "Efforts to study merit pay plans must take into account this lack...

...National School Boards Association reported, in ERS[20, p. 6!], that 39 per cent of surveyed teachers thought principals should be the monitors, 25 per cent preferred peer review, 15 per...not like to be responsible for widely different increases in salary. Consequently, they tend to cluster ratings, around the midpoint of a rating scale or high or low[37!.

Another difficulty...Harvard Educational Review, Vol. 54 No. 2, 1984, pp. 175-85.

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4/3,K/51 (Item 51 from file: 15)

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00727935 93-77156

Interpreting Panel Data on Job Tenure

Brown, James N.; Light, Audrey

Journal of Labor Economics v10n3 pp: 219-257

Jul 1992

ISSN: 0734-306X Journal Code: JLB

Word Count: 13935

#### Abstract:

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Cross-sectional wage profiles. We begin with a wage equation that can be estimated with either cross-sectional or...

...result; the corrected and raw tenure data produce very similar estimates.(14)

Within-job wage profiles.--Measurement error can exert considerably more influence in models that rely only on within-job...changes. Apparently, the latter feature dominates the former for the estimation of within-job wage profiles. Given the similarity of estimates across partitions and across correction methods, we conclude that within-job wage profiles can be estimated without serious measurement error bias, provided that corrected tenure sequences are used...

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In the first year of the survey (1966), the month and year were coded if the job began in the last year...

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Griliches, Zvi, and Hausman, Jerry...

4/3,K/2 (Item 2 from file: 15)

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02712247 349344651

Executive compensation: A comparison of the United States and Japan

Taft, Darrell; Singh, Gangaram  
Compensation & Benefits Review v35n3 pp: 68  
May/Jun 2003  
ISSN: 0886-3687 Journal Code: CPR

Word Count: 5942

Text:

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15. Kaplan (1994).

16. Reingold, J., & Grover, R. (1999, April 19). Special report: Executive pay. *BusinessWeek Online*, 1-10.

17. Conyon, M., & Peck, S. (1998). Board control, remuneration committees, and...

...16). Executive pay. *BusinessWeek Online*, 1-6; Lavelle, L., & Jespersen, F. (2002, April 15). Executive pay special report. *BusinessWeek Online*, 80-86.

32. Reingold & Grover (1999).

33. Kato (1997).

34. Kato (1997).

35...

? ts4/9,k/2,51,57

Geographic Names: United States; US; Japan

Descriptors: Executive compensation; Comparative studies; Trends; Chief executive officers

Classification Codes: 9190 (CN=United States); 9179 (CN=Asia & the Pacific); 9110 (CN=Company specific); 6400 (CN=Employee benefits & compensation); 2120 (CN=Chief executive officer)

Print Media ID: 23686

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Descriptors: Labor economics; Economic models; Studies; Wages & salaries; Occupational mobility; Tenure; Data Classification Codes: 1130 (CN=Economic theory); 6400 (CN=Employee benefits & compensation); 9130 (CN=Experimental/Theoretical); 9190 (CN=United States)

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Classification Codes: 6400 (CN=Employee benefits & compensation); 9175 (CN=Western Europe)  
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...by April, when there are a large number of pay reviews. Most of the better surveys give estimates of subsequent increases so salaries quoted can be updated.

#### INCREASES

Most surveys include an estimate of how pay levels have changed since the previous survey. The problem is, have the pay levels changed, or just the people in the sample? Simple surveys that rely on a random sample cannot distinguish between a change in the sample or...

...in pay.

To get a more accurate picture of how salaries are moving the better surveys use a "matched sample". There are two variations on this:

\* A matched individual sample. This...

...pay relatively high salaries to recruit new staff.

Even so, it must be remembered that surveys tend to be quite "historic". Especially in volatile labour markets, such as accountants and computer...

...may be quite different to the difference between this year's and last year's survey results. More up-to-date information on the level of increases can be obtained from pay research organizations like IDS or IRS.

#### WHAT IS THE "MARKET RATE"?

To assess the competitiveness of...value; how widely salaries range round this median needs to be known. Salaries may be clustered tightly round it, so that a small difference in pay levels is likely to have...

...manoeuvre.

Simple minima and maxima are of little use because they include unrepresentative extremes. Commercial surveys, therefore, usually show the distribution of salaries by reporting the "interquartile range". This is the...

...may be necessary to go above this--nearer to, say, the upper quartile.

#### CONCLUSION

Salary surveys are an essential tool for anyone responsible for pay, but they can be highly misleading...

...been to raise some of the main points that should be considered when choosing a survey and to indicate how to make sense of the data they contain.

#### REFERENCES

1. IDS, Directory of Salary Surveys, IDS Top Pay Unit, 193 St John St, London EC1V 4LS.

2. National Management Salary Survey 1991, Remuneration Economics, Survey House, 51 Portland Road, Kingston upon Thames, Surrey KT1 2SH.

John Northrop is a labour...

#### Descriptors:

...Polls & surveys;

#### Classification Codes:

? b 411

#### Estimated Cost Summary

Project		Client		Charge Code		Searcher		Job		Service Code	User Number
						Scott Jarrett				51	276702
Date		Time		SessionID		Subsession		Subaccount			
08/05/2008		12:46:38		125		8					
Data Base	Dial Units	Access Charge	Print Credit	Types	Prints	Report	Rank	Links	CSS	Total	
15	0.8210	4.58	0.00	18.45	0.00	0.00	0.00	0.00	0.00	23.03	
88	0.8800	4.00	0.00	0.44	0.00	0.00	0.00	0.00	0.00	4.44	
996	4.5470	20.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.01	
148	2.0650	11.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.52	

484	0.7490	3.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.78
485	0.1730	1.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.11
654	3.2770	19.96	0.00	4.50	0.00	0.00	0.00	0.00	0.00	24.46
262	0.2230	1.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.30
11	0.5800	2.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.31
635	0.3130	1.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.75
349	1.2150	5.95	0.00	0.81	0.00	0.00	0.00	0.00	0.00	6.76
781	1.1730	1.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.21
9	0.3550	1.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.98
613	0.5320	0.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.55
624	0.1530	0.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.89
122	0.0330	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.17
35	0.1440	0.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.61
810	0.1200	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13
Sub Totals	17.3530	\$81.81	\$0.00	\$24.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$106.01
Session Totals	186.7120	\$613.21		Telecom	\$3.28					\$640.69

Processing  
Processing

No databases have items, of 559 searched.

Hits      File      Name

Estimated Cost Summary

Project		Client		Charge Code		Searcher		Job		Service Code	User Number
						Scott Jarrett				51	276702
Date		Time		SessionID		Subsession		Subaccount			
08/05/2008		12:56:30		125		9					
Data Base	Dial Units	Access Charge	Print Credit	Types	Prints	Report	Rank	Links	CSS	Total	

411	26.0400	76.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	76.56	
Sub Totals	26.0400	\$76.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76.56	
Session Totals	212.8650	\$717.81		Telecom	\$2.62					\$720.43	

>>>E: No databases were chosen

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